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ABSTRACT

This document reports on efforts to develop an initiative to target increased involvement of the Arizona Rehabilitation Services Administration (RSA) with Arizona's disabled American Indians both on and off reservations. The report summarizes comments on important issues generated during a central office planning meeting of the Arizona RSA. It presents findings from a pre-meeting survey of 11 planning cycle participants addressing needs and priorities in serving American Indians. It offers strategies identified at the planning meeting that could be implemented by RSA to expand and improve services in three categories: administration, service delivery, and training. Strategies within each of the categories are then prioritized and listed. Appendices contain the planning meeting agenda, the needs survey form, a history of vocational rehabilitation service delivery to American Indians in northern Arizona, and copies of interoffice memos. (JDD)

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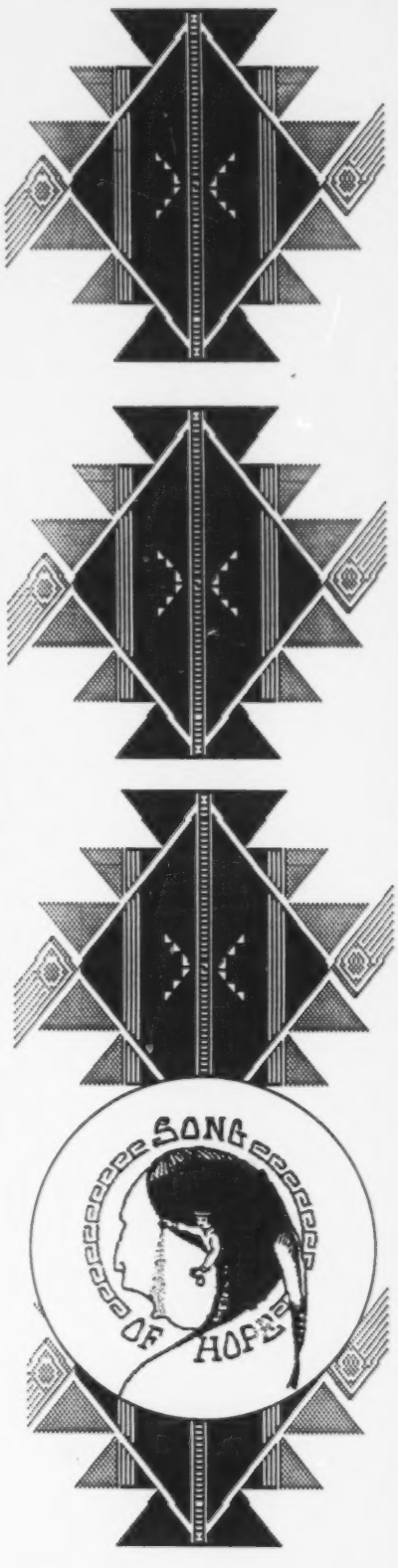

Native American Initiative

Arizona Rehabilitation Services Administration 1st Annual Planning Meeting

1987

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Native American Initiative - Arizona Rehabilitation Services Administration

1st Annual Planning Meeting

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Flagstaff

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Native American Research and Training Center

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August 25, 1987

Table of Contents

	Planning Meeting Participants	3
Section I.	**Introduction**	4
Section II.	**Central Office Strategies**	6
Section III.	**Pre-Meeting Needs Survey Results**	8
Section IV.	**Total Identified Strategies**	21
	Administrative Strategies	21
	Service Delivery Strategies	25
	Training Strategies	28
Section V.	**Prioritized Strategies**	31
	Administrative Strategies	31
	Service Delivery Strategies	33
	Training Strategies	34
Section VI.	**Appendices**	35
	Appendix A: Planning Meeting Agenda	35
	Appendix B: Pre-Meeting Needs Survey	36
	Appendix C: History of VR Service Delivery to American Indians in Northern Arizona	40
	Appendix D: Interoffice Memos	41

Planning Meeting Participants

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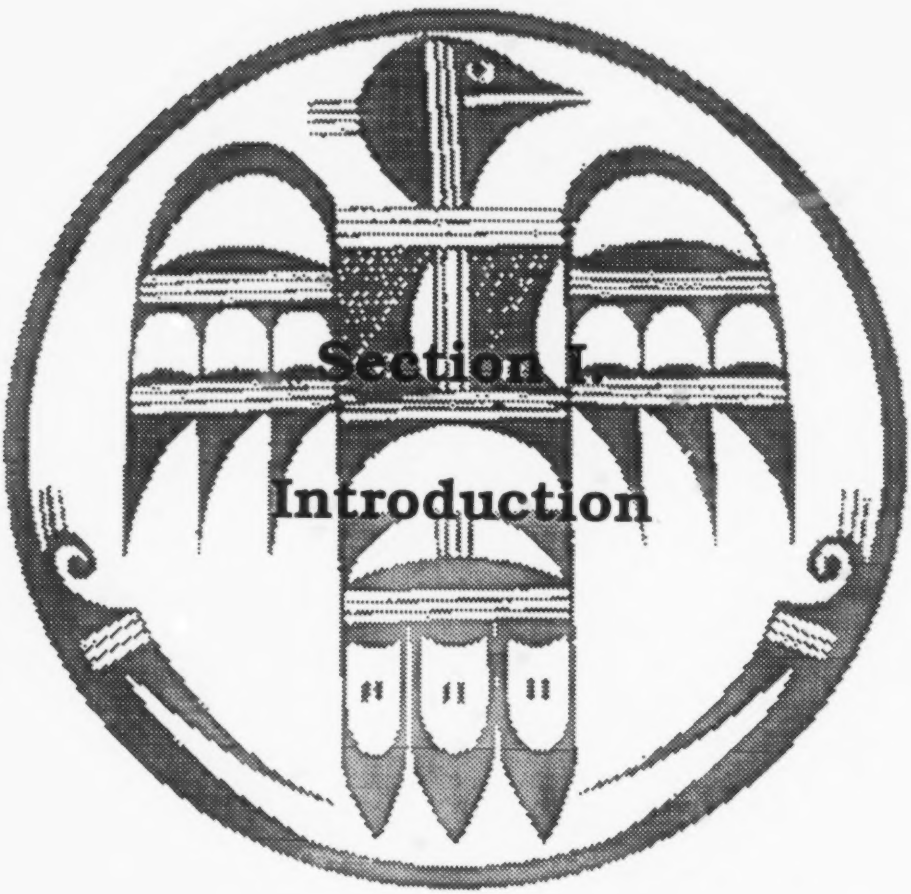


Section I.

Introduction

Introduction

Mr. Lawrence Powers, Regional Manager
Liaison For Native American Issues
Region III - RSA
Department of Economic Security

In May of 1987, the Arizona RSA Executive Staff agreed upon a series of program initiatives to be carried out statewide in FFY 87-88. One such initiative was to target an increased involvement with Arizona's disabled American Indians both on and off reservations. Although Arizona RSA has been in the forefront in service delivery to this special population and could look with pride to several innovative service delivery concepts in the last 30 years, Executive Staff felt that successful projects in Northern Arizona could be duplicated with similar success in other Arizona regions.

Drawing upon a vast array of personal and professional experiences at all levels of RSA; e.g., management, supervisors, counselors, and secretaries, a series of planning meetings were held around the state culminating in a meeting in Flagstaff, on August 25, 1987, that was hosted by the Northern Arizona University Native American Research and Training Center. The strategies identified by this process will be presented to the RSA Executive Staff on September 4, 1987, and will form the basis of Arizona's plan to initiate improved service delivery to the American Indian population beginning in October of 1987.

A special debt of gratitude is extended to RSA staff at all levels who participated in this process with special appreciation to Mrs. Marian Sparling, RSA Flagstaff Supervisor, Martha Probst, Lyle Frank, Drs. Bill Martin and Ann White from the Northern Arizona University Native American Research and Training Center.

Section II of this report outlines summary comments generated during a central office planning meeting that was held on July 14, 1987. A survey developed to address needs and priorities in serving American Indians was sent to planning cycle participants prior to the actual planning meeting held in Flagstaff. The purpose was to obtain from them what they consider to be administrative, service delivery and training needs to improve services to disabled American Indians. The results of the survey are presented in Section III. The primary purpose of the planning meeting held in Flagstaff was to identify strategies that could be implemented by RSA in the next year to expand and improve services to American Indians with disabilities. The Planning Meeting participants were asked to list strategies and they are presented in Section III. At the conclusion of the meeting, each participant was asked to prioritize the strategies that were generated by selecting his/her three top choices in each of the categories; administrative, service delivery, and training. The prioritized strategies are presented in Section V.

Section II

Central Office Strategies

Central Office Planning Meeting Summary

July 14, 1987 Services to Handicapped American Indians

A summary of the comments is as follows:

- Counselors find it difficult to provide services to handicapped American Indians.
- Resources such as establishment grants should be given to tribes to establish facilities — however a problem may exist/develop because of the need to provide services predominantly to VR clients.
- A tribal coalition could go after special dollars to hire paraprofessional staff to provide outreach, screening, and referral to the Vocational Rehabilitation program. The state agency could help develop a joint proposal.
- An agreement could be developed with a tribe or tribes to provide extended supported employment services.
- There should be a specialized effort to establish indigenous programs.
- By 1991 the State programs must serve all populations including American Indians or they may set up separate programs.
- Special dollars will probably not be available after 1991.
- The dollars will come from the State's allocation after 1991.
- We need to survey our track record with American Indians and determine the disability profile; e.g., spinal cord injuries, visual impairments, alcoholism. Counselors are probably not accepting

of individuals with some disabilities because of poor experience with them.

- Tribes should be assisted with economic development in order to be able to successfully place individuals in employment.
- VR policy may need to be revised; e.g., to recognize a medicine man.
- The needs of the handicapped should be "marketed" with tribal leaders.
- We should not have a special initiative to increase services to American Indians but should instead be sure they are included in each of our other initiatives.

Section III.

Pre-Meeting Needs Survey Results

Statewide Planning Cycle Meeting

Arizona RSA Native American Initiative

Pre-Meeting Needs Survey: Results

August, 1987

Part I

The analysis of the needs survey generated numerous relevant and sensitive responses identifying perceived needs in the areas of RSA administration, service delivery systems, and staff training. These issues may be addressed when planning for the first year activities in response to the initiative to expand services to disabled American Indians.

The results are presented in two parts:

1. The five most frequently mentioned needs are listed under each question followed by,
2. relevant, but less frequently listed responses.

A. What do you consider to be the five most important needs to improve services to American Indians who are disabled that could be addressed by the RSA Administration?

Five most frequently mentioned needs:

1. Provide training which increases cultural awareness of counselors. Training should include the role and importance of native healing practices.

2. RSA should communicate regularly with tribes and tribal governments to increase visibility and understanding of VR and to develop support of VR on the reservation.
3. Designate staff position responsible for liaison and coordination, and to provide technical assistance to counselors serving Indians.
4. Possible modification of policy and procedures which recognize cultural differences, including recognition of increased time required to determine eligibility.
5. Recruit and hire Native American staff - Counselors and Paraprofessionals.

Other suggested priorities under A:

1. Encourage staff to serve this population. Identify this population as a service priority.
2. Enlist consultation of tribal leaders in the VR planning process.
3. Develop feedback mechanism by which the American Indian population within the State can actively participate in the decisions on how VR services should be accessed or delivered to them.
4. Provide establishment grants to develop job opportunities on reservations.
5. Be sensitive to culture bias in testing.
6. Need for adequate substance abuse facilities and treatment centers.
7. Assist tribes with economic development.
8. Increase awareness among VR staff of Rehabilitation Act amendments.

9. Develop systematic method for finding-out employment trends on reservation, or job patterns for American Indians.
10. Transportation to get clients to training areas and job; motivation to go to work.

B. What do you consider to be the five most important needs to improve services to American Indians who are disabled that could be met through the service delivery system?

Five most frequently mentioned needs:

1. Realistic vocational goal planning taking into consideration available jobs on and off the reservation.
2. Need to increase contact and improve relationship with IHS and other Indian service providers.
3. Increased cultural awareness, use of Native American staff, and inclusion of native healing practices in VR were mentioned separately, but all point to need to increase awareness of VR staff about Indian people and serve them in a culturally sensitive manner.
4. Develop for VR staff a directory of services and resources available for Indian people, as well as demographic and employment information for Indians living on or near the reservation.
5. Establish working relationship with tribal outreach services so that they will be able to work with and understand VR procedures.

Other suggested priorities under B:

1. Use evaluation tools that are not culturally biased.

2. Training provided for American Indians in facilities located near or off the reservation should be appropriate for jobs on or off the reservation.
3. Recognition of the client's total resources - i.e., education, family status, financial needs, and cultural ethics, rather than attempting to make client "fit the mold".
4. Use of different time frames for provision of services (PP & E).
5. Counselors need to be sensitive to sharp contrasts that exist between value systems of Indian culture and dominant culture. This should be taken into consideration when developing the client IWRP.
6. Provide extended supported employment to enhance service delivery system.
7. The complex issues on both sides of relocation must be better understood.
8. Relevant entrance procedures for rehabilitation facilities.

C. What do you consider to be the five most important needs to improve services to American Indians who are disabled that could be met through staff training activities?

Five most frequently mentioned needs:

1. Cultural awareness training, to include understanding of the role of native healing practices among Indian people and in VR. American Indian participation necessary in development.
2. On-site or near-site training to Indian VR project staff, in response to their staff needs.

3. Closer relationship with and use of NARTC.
4. Train American Indian paraprofessionals.
5. Address issues specific to serving clients on the reservation.

Other priorities suggested under C:

1. Communication patterns - Indian/non-Indian differences.
2. Coverage of cultural issues, especially relevant to VR; i.e., family patterns, Indian view of disability.
3. Involve Region IX RRCEP in development of and training of American Indian staff.
4. Joint State staff and NVRP training.
5. Training and interaction with IHS and tribal social services.
6. Jobs available on reservation.

Part II

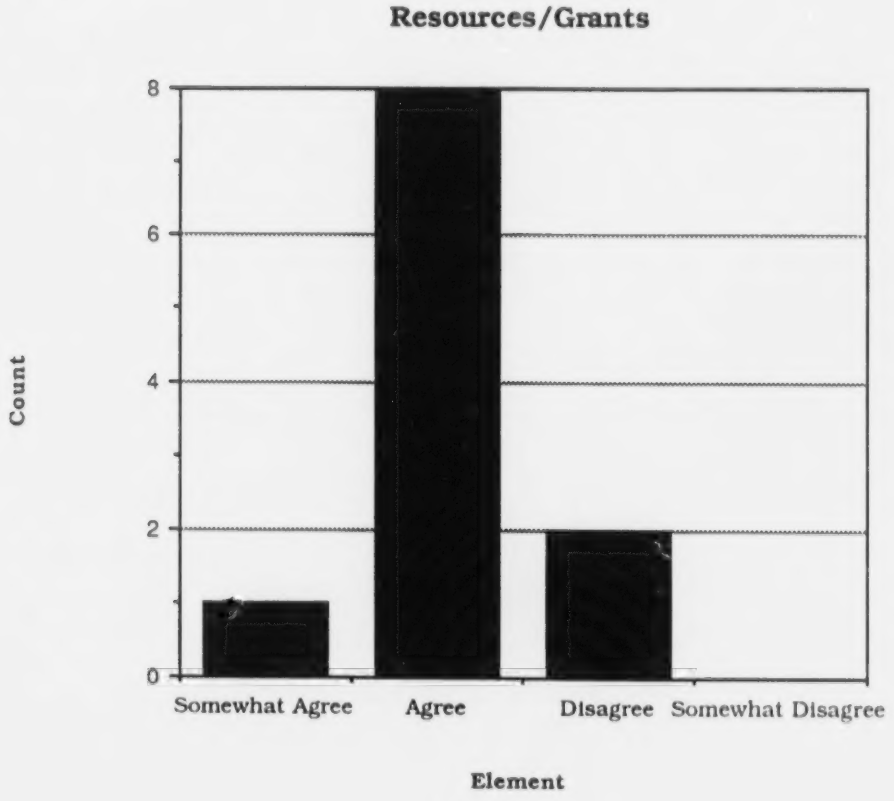
In the second part of the survey, respondents were asked to indicate agreement with the proposed strategies developed in response to the initiative to expand VR service delivery to disabled American Indians. Following the survey instrument below, is a summary analysis of responses.

RSA Central Office and Field Staff Proposed Strategies

Please identify the extent to which you agree or disagree with the following proposed strategies by placing an X in one space for each question which best reflects your viewpoint.

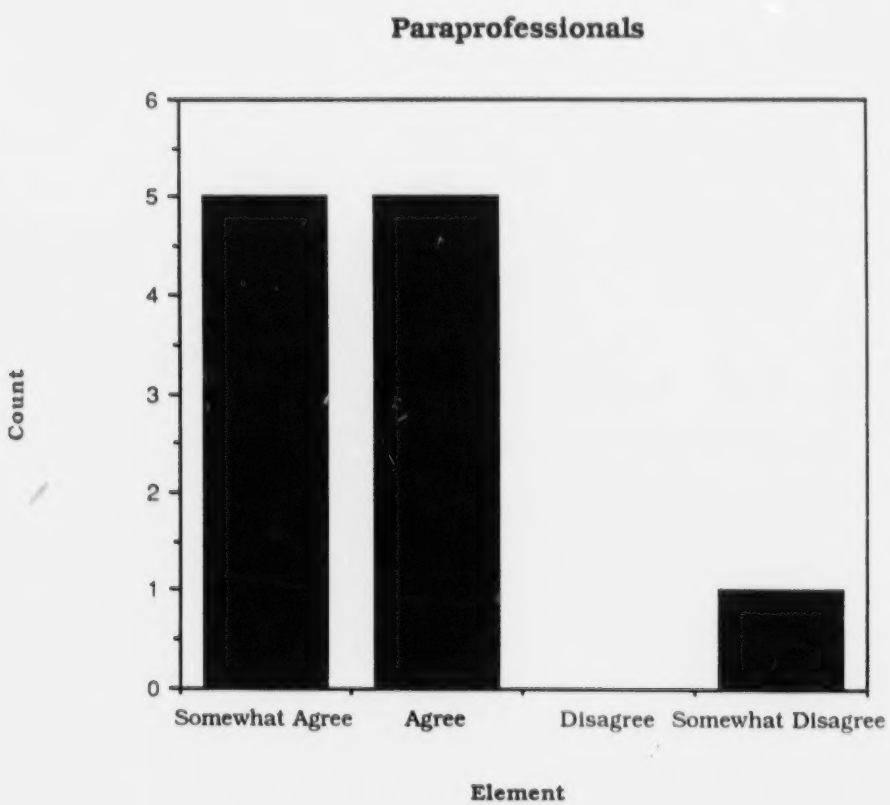
1. Resources such as establishment grants should be given to tribes to establish facilities.

Element	Count	Percentage
Somewhat agree	1	9.091
Agree	8	72.727
Disagree	2	18.182
Somewhat disagree	0	0



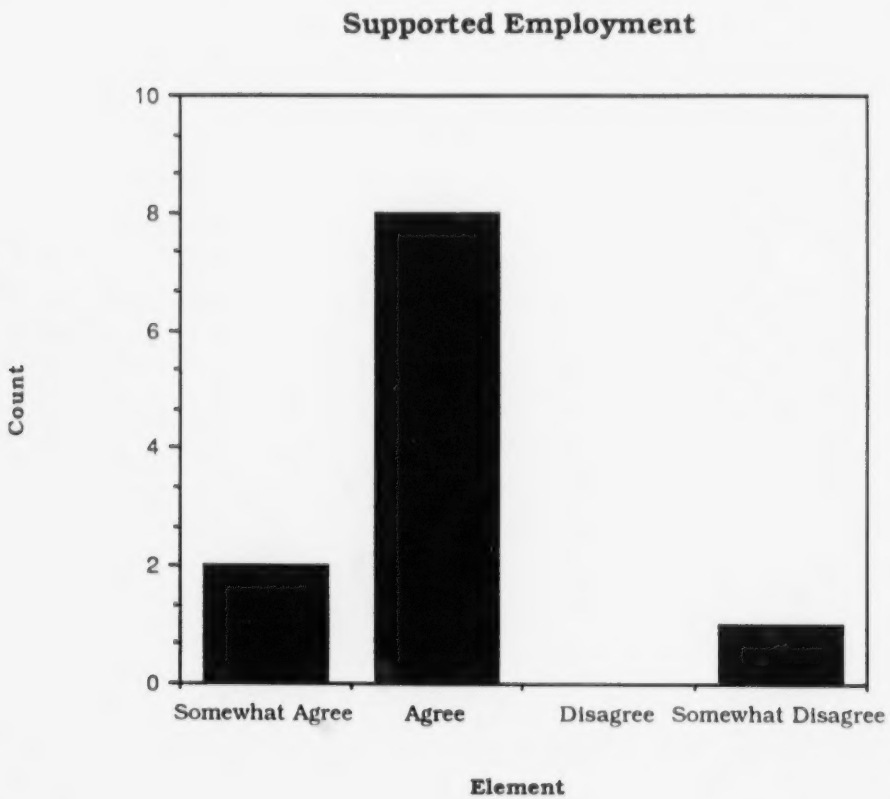
2. RSA could help develop a joint proposal with a tribal coalition to seek special dollars to hire paraprofessional staff who would provide outreach, screening, and referral to the Vocational Rehabilitation Program.

Element	Count	Percentage
Somewhat agree	5	45.455
Agree	5	45.455
Disagree	0	0
Somewhat disagree	1	9.091



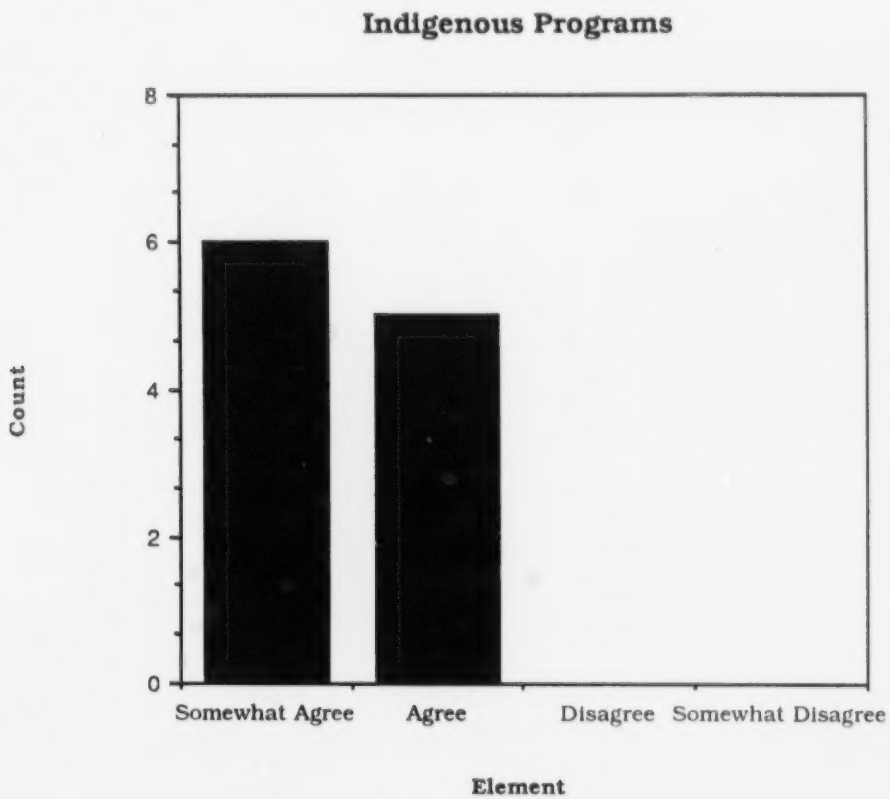
3. An agreement could be developed with a tribe or tribes to provide extended supported employment services.

Element	Count	Percentage
Somewhat agree	2	18.182
Agree	8	72.727
Disagree	0	0
Somewhat disagree	1	9.091



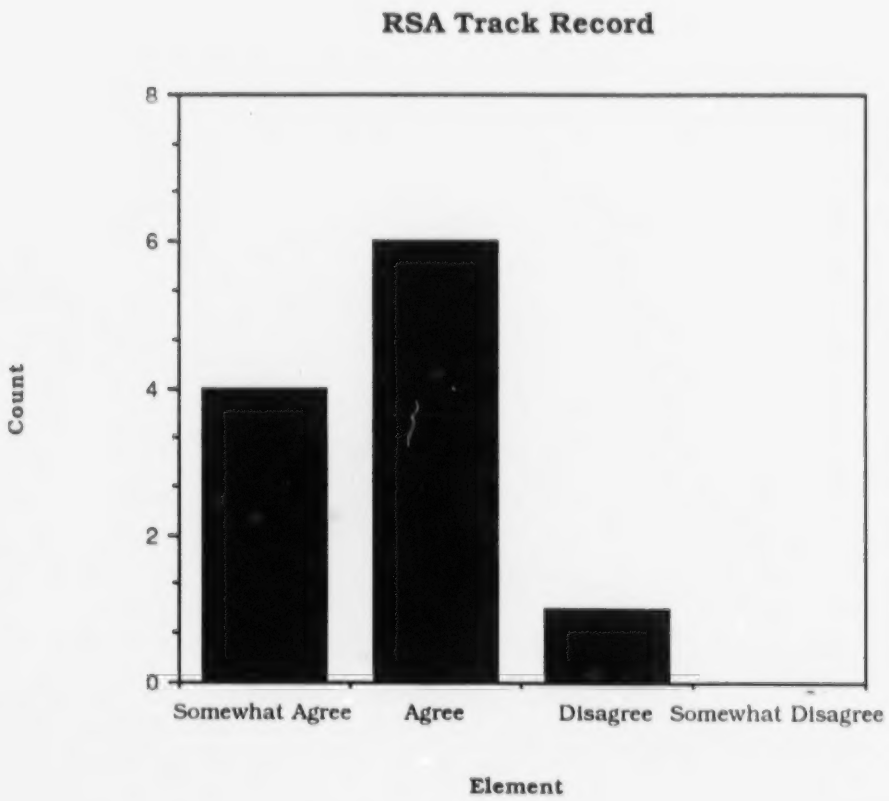
4. There should be a specialized effort to establish indigenous programs.

Element	Count	Percentage
Somewhat agree	6	54.545
Agree	5	45.455
Disagree	0	0
Somewhat disagree	0	0



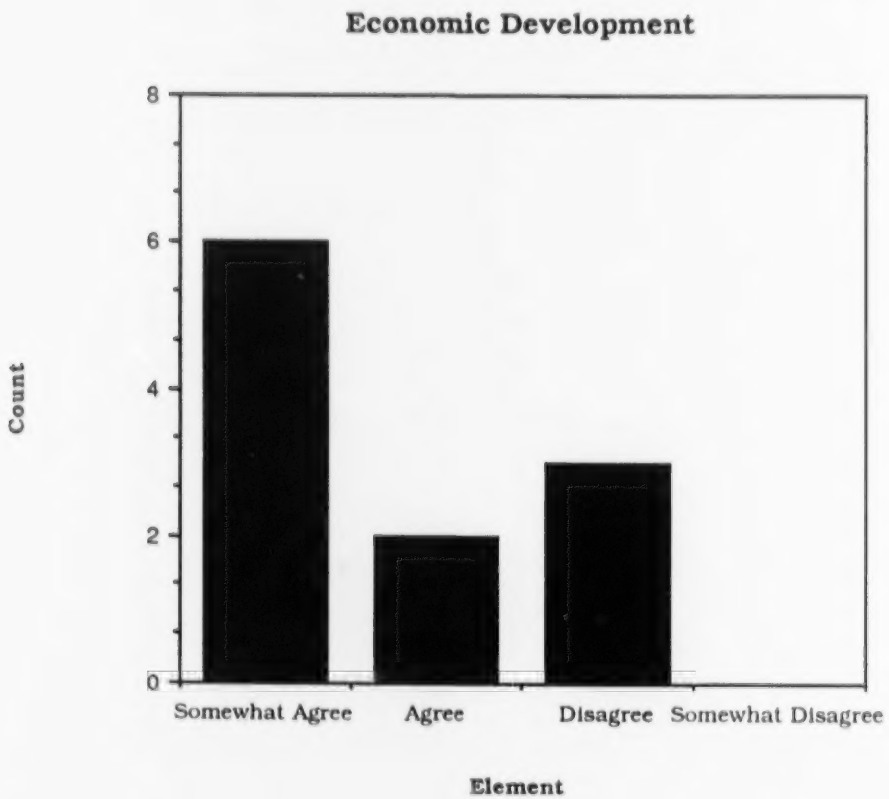
5. There needs to be a study of RSA's track record with American Indians and determine the disability profile; e.g., spinal cord injuries, visual impairments, and alcoholism.

Element	Count	Percentage
Somewhat agree	4	36.364
Agree	6	54.545
Disagree	1	9.091
Somewhat disagree	0	0



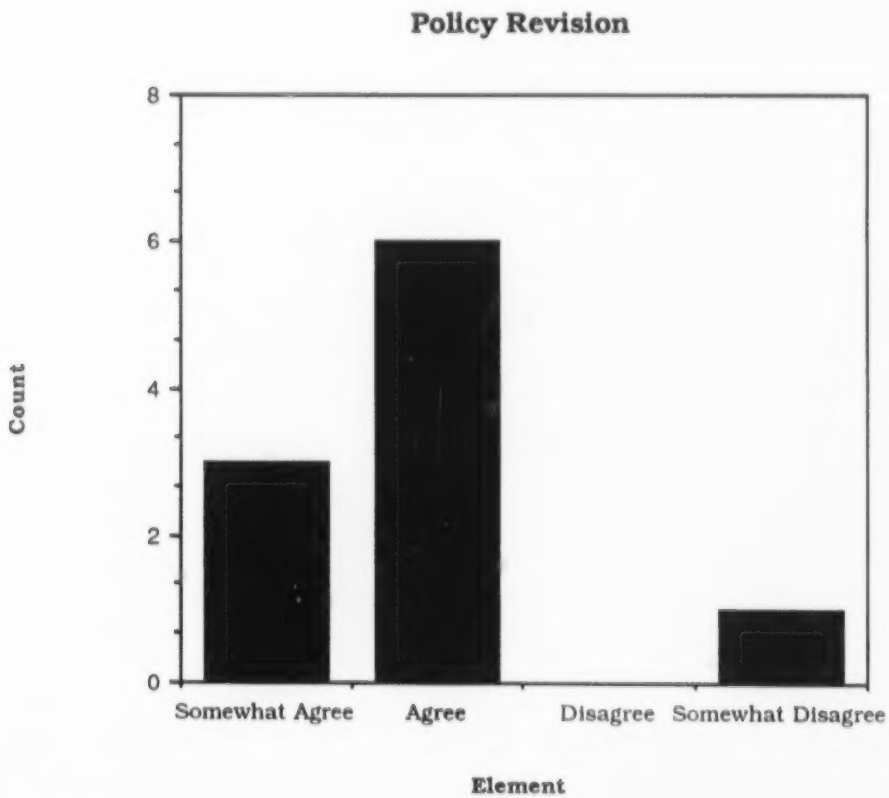
6. Tribes should be assisted with economic development in order to be able to successfully place individuals in employment.

Element	Count	Percentage
Somewhat agree	6	54.545
Agree	2	18.182
Disagree	3	27.273
Somewhat disagree	0	0



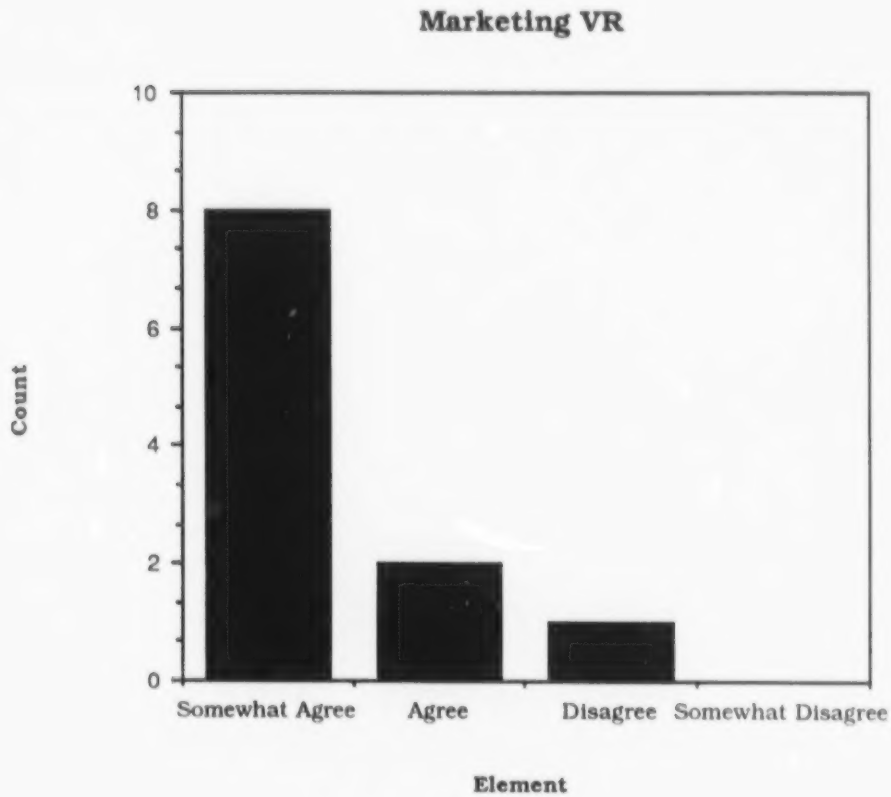
7. VR policy may need to be revised; e.g., recognize the use of native healers.

Element	Count	Percentage
Somewhat agree	3	30.0
Agree	6	60.0
Disagree	0	0
Somewhat disagree	1	10.0



8. The needs of persons who are handicapped should be "marketed" with tribal leaders.

Element	Count	Percentage
Somewhat agree	8	72.727
Agree	2	18.182
Disagree	1	9.091
Somewhat disagree	0	0



Section IV

Total Identified Strategies

Administrative Strategies - Group Response, Inclusive

Offer a one or two month work experience program in central office for a tribal representative to spend time with each RSA section manager to understand the support services that can be offered through RSA.

RSA administrators could work more closely with the NVRP Administration to determine how RSA can aid the planning process for Vocational Rehabilitation Services on the Navajo Reservation. These efforts could become a model for other tribal entities in their planning process.

To develop a feedback mechanism whereby American Indians on reservations have the opportunity to input as to why they do not access VR Services.

Designate a Central Office staff person to research the resources available to American Indians and the regulations and policies that govern the availability of these resources.

Offer a paid internship in VR for an American Indian Counselor who could later become a technical resource.

Develop a cooperative agreement with Tribal leaders to send RSA staff to train in orientation and definition of VR to interested Social Services professionals. This can be done by sessions held in regional locations which can last from one to three months.

Develop a "VR Team" to visit specific regional sites and teach rehabilitation to key Indian individuals.

Recruit paraprofessional Indian people to intern at VR Offices, to learn VR and also to teach cultural aspects to counselors.

Provide flexibility in increasing maintenance available to clients in training or job search activities.

Provide technical assistance and grants to start creating effective vendors on reservations (Skill Centers, Sub-Contract work, etc.).

Encourage economic development on reservations by participating in these opportunities as they occur.

Actively recruit American Indian counseling graduates from Universities to work for VR.

Help Tribes set up adequate substance abuse and treatment centers.

Help Tribal Employment Offices improve their JTPA efforts by getting people into jobs that might hold their interest.

Have counselors attend Tribal meeting with BIA or IHS in hopes of getting better ideas or available services.

RSA Administration needs to declare services to American Indians as the #1 priority.

a Determine what percent of federal funds are coming to Arizona due to American Indian population. Take that percent and insist that an equal percent of American Indians will be served. Establish a penalty if the percent is not served.

Set up an American Indian advisory committee to work work with RSA. Give the committee power by assigning one staff person as liaison between RSA and the committee and determining in advance that RSA will follow through with recommendations.

Work some contracts with BIA that will allow job development on the reservation, or technical training learn jobs; i.e., to have some of their work done on the reservation instead of purchasing it in Phoenix. For example, paper products for schools, hospitals, clinics.

Assess the value of counselor aides (indigenous persons) to work on the reservations and refer clients to the counselors.

Consider administrative linkages with Tribal Governments and IHS to provide information flow back and forth.

Review of service menus in other states working with American Indians. What are they doing? How is it working? Can we use some of their ideas?

Administration could support the recent AFB needs Assessment Activity on the Hopi Reservation.

Begin an educational program with Tribal leadership about VR-SBVI. Have administrative staff travel to reservations.

Expand Sight Conservation to Reservations and connect it somehow with PHS visual clinics.

Modify policies and procedures with regard to the P. P. & E. to encourage counselors to take the time to determine eligibility and provide VR services.

Create a statewide American Indian field staff liaison such as New Mexico has to assist field staff to better serve Indians.

Establish a reward system with bonus points on the P. P. & E. for counselors who serve American Indians.

Continue to fund NVRP type rehabilitation programs. Provide Technical Assistance until programs are self directed.

RSA Administration should be involved in conferences on available Tribal monies.

Service Delivery Systems - Group Response, Inclusive

Identify American Indian liaisons to be paired with a VR Counselor to identify individuals to work both on and off the reservation and develop services according to needs.

Develop a resource manual of available VR Services and how these can be accessed by American Indians both on and off the reservation. (Make it localized. This could be available in each of the local VR Offices.)

Counselors can attend sessions on Indian culture to be provided by professional Indian staff from around the state. There are Indian Social Workers at IHS who could help in this.

Counselors can develop more self-employment IWRP's for their Indian clients who don't want to relocate for training or employment.

Jobs can be developed (interns, work experience, OJT's) at stores, hospitals, postal services, and clinics on the reservations. Jobs such a janitorial, yard work, or in health occupations.

Improve linkages with Tribal governments and its service arms; i.e., social services, family services, housing authority, etc. Also, IHS and its service core such as P. T., social work, etc.

Develop one focal point on the reservation that is a Tribal organization seen as an indigenous service operated by Tribal members for Tribal

members. This provides a point for service providers to refer potential VR clients to.

Take the time to work with the American Indian client to make the criteria for eligibility and services reasonable and not overburdening. Make the service fit the client, not vice versa.

Work with Community Health representatives to develop referrals.

The Rural Elderly Blind need paraprofessionals on reservations to expand Rehabilitation Instructional Services.

Obtain better knowledge of services, resources, and job opportunities on reservations.

Establish liaisons with groups on reservations to assist in learning about and using resources on reservations; i.e., Indian Health, Tribal Counseling Services, etc.

Encourage IHS and BIA to be active in the Vocational Rehabilitation of American Indians through cooperative agreement and joint participation in client goal setting.

Encourage mental health and training facilities to work more effectively with Native Americans by providing relevant training to them, as well as establishment grant monies to deal more effectively with the populations.

Help update Tribal outreach services so that they understand the services available to them.

Develop a pilot project for CSIL Services to Salt River Tribe.

- Highest incidence of diabetes world wide.
- Diabetes is single greatest cause of blindness.
- High percentage of visually impaired Salt River diabetics.
- No independent living services currently.
- Reservation is small, urban, English speaking.
- Serve under CSIL money; or set up VR funded project using money that Feds already give.
- RSA for Salt River population, do homemaker approach to providing ILS under VR.

Expand Sight Conservation program (Handilap) using State dollars to reservations.

VR Counselors could participate in Tribal Career Days Workshops to encourage and inform students about careers in Rehabilitation.

Work closer with Globe Office to coordinate efforts and get to know total Tribal picture.

Talk to school nurses on reservations to get referrals on disabled students.

Training Strategies - Group Response, Inclusive

Provide cross-cultural training to be organized by the RSA Training Officer in conjunction with someone on the reservation. The training would be on or near reservation (such as the Navajo) and include Native American healing.

Since movement off the reservations is often a major factor, provide training in self employment, how to develop a business, do a market study, accounting principles.

Include a section at the State Staff Conference in November on American Indian culture — stressing the differences. Invite representatives of different Tribes to participate.

Develop a guidebook on the different Tribes, location, background, past historical occupations, etc., to inform counselors and the public in general about our Arizona Tribes and their heritage.

Produce a video on successful VR Indian clients to show to other clients or groups of clients or professionals to demonstrate the possibilities that are available.

Develop more abbreviated forms for VR to use with Tribal populations.

Study former clients. Try to identify trends that led to success or failure.

Conduct a training module that would review aids and appliances that might be helpful on reservations.

Provide Regional sponsored and Native American Research and Training Center sponsored training to make field staff aware of issues and ways of dealing successfully with Indian VR clients. Research successful methods.

Educate Tribal members (i.e., Social Services, BIA, Tribal staff) on VR Program. Promote VR on reservations.

Informal training for counselors to discuss cultural awareness, native healing, what BIA and IHS do. Discussion.

Formal training by professional university staff which is competency based and ends with a certificate for some interested counselors. Graduates could be Regional liaisons for Technical Assistance to others. Training should include:

Cultural issues
Vocational - Goal Planning
Native Healing Practices
Employment Trends
Resources
Arizona Tribes and some important similarities and differences

Inform and invite American Indian service providers to State Staff Conference and Training.

Invite San Carlos Apache Tribal leaders to future Indian initiatives.

Invite Indian leaders to visit NVRP and show them the efforts of the Navajo people.

Develop a training package on American Indians for delivery outside of RSA.

Sensitize RSA Administrators to American Indian life. Have each one spend four days in a house with an American Indian family, preferably one housing of a disabled individual and then spend another two days in intensive talk about services to American Indians.

Section V.

Prioritized Strategies

Prioritized

Administrative Strategies

Provide paraprofessionals to work throughout reservation to refer appropriate VR Clients and educate people about VR Services. Give paraprofessionals an internship at VR Offices, to team and teach cultural aspects to VR Counselors. Recruit and hire Native American Counselors.

Modify policies and procedures with regard to the P. P. & E. to encourage counselors to take the time to determine eligibility and provide VR Services.

Create a statewide Native American field staff liaison to assist field staff to better serve American Indians. (They have one in New Mexico.) In addition, have a liaison in each region to provide technical assistance.

RSA Administration could work more closely with NVRP Administration to determine how RSA could aid the planning process for VR Services on the Navajo Reservation. These efforts could become a model for assisting other Tribes with their planning process.

Develop a feedback mechanism whereby American Indians on reservations have the opportunity to input as to why it is so difficult to access VR Services.

Set up Native Americans Advisory to work with RSA, give committee power by assigning one staff person the role as liaison between RSA and committee and determining in advance that RSA will follow through with recommendations.

Prioritized

Service Delivery Strategies

Encourage IHS and BIA to be active in the vocational rehabilitation of Native Americans through cooperative agreements and joint participation in client goal setting.

Identify American Indian liaisons to be paired with a VR counselor to identify individuals both on and off the reservation and develop services according to needs.

Develop a resource manual of available VR services and how these can be accessed by American Indians both on and off the reservation, i.e. make it localized. This could be made available in each local VR office.

Establish a focal point on the reservation, a tribal organization that is seen as an indigenous service operated by tribal members for tribal members. This enhances trust in the service and provides a point for other citizens and service agencies to refer to.

Obtain better knowledge of services, resources, and job opportunities on reservations.

Expand Sight Conservation Program and Handilab using state dollars. Expand services to urban and rural Native Americans through cooperation with IHS.

Prioritized

Training Strategies

Provide cross-cultural training to be organized by RSA training officer in conjunction with reservation. Hold training on or near reservations. Include secretaries, aides, and counselors. Cover Native American healing issues.

Sensitize RSA Administrators to Native American life.

Training, informal — counselors to discuss cultural awareness, native healing, what BIA and IHS do.

Training, formal — competency based on University professionals. Provide certification upon completion. Designate the graduates of the training as regional liaisons for technical assistance to staff.

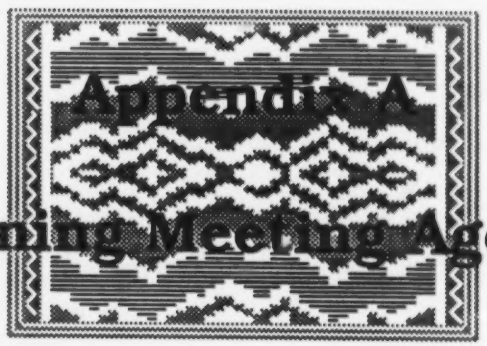
Produce a video on a successful American Indian client to show other Indian clients.

Native American segment should be included in November's statewide staff conference. Invite tribal participation.

Provide regional sponsored and NARTC sponsored training to make field staff aware of issues and ways of dealing successfully with Indian VR clients. Research successful methods.

Section VI

Appendices



Appendix A

Planning Meeting Agenda

Statewide Planning Cycle Meeting
Arizona RSA Native American Initiative

Northern Arizona University

AGENDA

Tuesday, August 25, 1987

	TOPIC	*SPEAKERS*
9:00 - 9:15 am	**Overview of the RSA Native American Initiative**	Larry Powers *RSA Regional Manager, District III*
9:15 - 10:00 am	**Summary of the Results of National Rehabilitation Counselor Survey**	Bill Martin Lyle Frank, *Res. Ass't NAU NARTC*
10:00 - 10:30 am	**Summary of the Results of the Pre-Meeting Survey**	Bill Martin Larry Powers Marion Sparling, *Supervisor, Flagstaff RSA*
10:30 - 10:45 am	Break	
11:00 - 12:00 am	**Film Presentation on *A Tribal Approach to Confront Alcohol Problems***	
12:00 - 1:00 pm	Lunch	
1:00 - 2:30 pm	**Identification of Administrative, Service Training Strategies**	Bill Martin Larry Powers Marion Sparling
2:30 - 2:45 pm	Break	
2:45 - 3:30 pm	**Identification Continued**	
3:30 - 4:30 pm	**Prioritizing of Strategies**	

Appendix B

Pre-Meeting Needs Survey

Planning Meeting for the RSA Initiative to Improve Services
to American Indians who are Disabled

RSA's central office staff have identified initiatives for the next year that will be discussed at statewide planning cycle meetings. You have been selected to participate in planning meeting for the American Indian initiative that will be held in Flagstaff on August 25, 1987. The expected outcome of the meeting will be an identification of attainable prioritized strategies that can be implemented during the next fiscal year to improve services to American Indians with disabilities.

To facilitate the planning process, we would like for you to complete and return the following survey by August 19, 1987. The results will be summarized and presented at the Flagstaff meeting. The first section of the survey asks you to identify what you consider to be the five most important needs to improve services to American Indians who are disabled. The second section contains strategies that were identified by RSA center office staff that you are asked to respond to on an agreement/disagreement scale.

Needs

A. What do you consider to be the five most important needs to improve services to American Indians who are disabled that could be addressed by the RSA Administration?

1.
2.
3.
4.
5.

B. What do you consider to be the five most important needs to improve services to American Indians who are disabled that could be met through the service delivery system?

1.
2.
3.
4.
5.

C. What do you consider to be the five most important needs to improve services to American Indians who are disabled that could be met through staff training activities?

1.
2.
3.
4.
5.

RSA Central Office Staff Proposed Strategies

Please identify the extent to which you agree or disagree with the following proposed strategies by place a X in one space for each question which best reflects your viewpoint.

1. Resources such as establishment grants should be given to tribes to establish facilities.

Strongly Agree	Agree	Disagree	Strongly Disagree

2. RSA could help develop a joint proposal with a tribal coalition to seek special dollars to hire paraprofessional staff who would provide outreach, screening, and referral to the Vocational Rehabilitation Program.

Strongly Agree	Agree	Disagree	Strongly Disagree

3. An agreement could be developed with a tribe or tribes to provide extended supported employment services.

Strongly Agree	Agree	Disagree	Strongly Disagree

4. There should be a specialized effort to establish indigenous programs.

Strongly Agree	Agree	Disagree	Strongly Disagree

5. There needs to be a study of RSA's track record with American Indians and determine the disability profile; e.g., spinal cord injuries, visual impairments, and alcoholism.

Strongly Agree	Agree	Disagree	Strongly Disagree

6. Tribes should be assisted with economic development in order to be able to successfully place individuals in employment.

Strongly Agree	Agree	Disagree	Strongly Disagree

7. VR policy may need to be revised; e.g., recognize the use of native healers.

Strongly Agree	Agree	Disagree	Strongly Disagree

8. The needs of persons who are handicapped should be "marketed" with tribal leaders.

Strongly Agree	Agree	Disagree	Strongly Disagree

Appendix C

History of VR Service Delivery to American Indians in Northern Arizona

History of VR Service Delivery to American Indians in Northern Arizona

Mr. Lawrence Powers

The Arizona Rehabilitation Services Administration (RSA) has long recognized the unique needs of American Indians, most of whom reside on reservations. Special projects which have been directed toward American Indians with disabilities both on and off reservations have included the Gila River Indian Community, the Hopi, the White Mountain Apache, and the Navajo. Local offices in Arizona have served as sites for graduate interns to complete field experience requirements and for research related activities. In addition, RSA staff were actively involved in the design of the Northern Arizona University Native American Research and Training Center and continue to be supportive of the research and training activities at the Center.

The Navajo Nation was recognized early on as an area of northern Arizona with special needs for serving its disabled population. The Nation is approximately the size of the State of West Virginia and includes northern Arizona and portions of Utah and New Mexico.

From 1963 to 1966, an RSA funded Research and Demonstration Project was located on the campus of Arizona State College (presently Northern Arizona University) in Flagstaff. This project was the result of a joint Arizona VR and Navajo Education Planning Committee that had attempted to improve service delivery to Navajos residing in Arizona. The purposes of the Arizona State College (ASC) Navajo Project were: (a) to develop vocational evaluation techniques and procedures for disabled

Navajos; (b) to demonstrate procedures for coordinating and involving all agencies (tribal, IHS, BIA, etc.) in northern Arizona responsible for providing services to disabled Navajo people; and (c) to gather and analyze data to determine the effectiveness of tests, techniques, and procedures used in the evaluation of disabled Navajos. Findings of this Research and Demonstration Project were published as a series of monographs by Northern Arizona University in June of 1967. A direct result of the three-year project was the service delivery to the Navajo Nation intensified, with particular emphasis given to the recruitment and hiring of Navajo vocational rehabilitation counselors. Budget restraints prevented locating VR counselors at reservation offices, and for several years, services continued to be provided on an itinerant basis for Flagstaff. Recruiting, hiring, and retaining indigenous Navajo VR counselors continue to be a problem since the State of Arizona could not compete with salaries of the BIA, Indian Health Service or the Navajo tribe.

In 1973, a series of events occurred that would forever change VR service delivery to the Navajo Nation. Staff in the Flagstaff VR office raised concerns about the service delivery gaps which continued to exist following the conclusion of the Navajo Research and Demonstration Project in 1966. Staff of the RSA administrative offices in Flagstaff and Phoenix lobbied for recognition of the Navajo Nation as a "sleeping giant" that was about to awaken and find that it was entitled to pursue and obtain services under the 1973 amendments of the Vocational Rehabilitation Act.

A delegation from the Navajo Tribal Council met with the RSA Region IX (San Francisco) Commissioner in October of 1973. A series of

communiques and meetings followed and culminated in a meeting in Phoenix in October of 1974. Subsequently, an administrative commitment was made by the Director of the Arizona Department of Economic Security and RSA to pursue the possibilities of a federal grant from RSA to the Navajo Nation to facilitate improved service delivery to the Navajos. The Navajo Nation was awarded an RSA Innovation and Expansion (I & E) grant in 1975. Continuation I & E grants allowed the Navajo Nation to expand their service delivery capabilities including a joint funding effort in 1979 from the RSA programs in Arizona, New Mexico, and Utah.

In 1981, the Navajo Nation, as the result of active participation on the Congressional Subcommittee on the Handicapped, and at Oversight Hearings on P. L. 93-112, received its first direct federal funding under Section 130 of the Rehabilitation Act. For the two years following, the U. S. Congress designated funds under Section 130 to support the constructive efforts of the Navajo VR Program (NVRP).

Other American Indian groups have sought and received federal funding for VR specific activities because of the demonstrated effectiveness of NVRP. Because of the unique cooperative relationship that developed between Arizona RSA and the Navajo Nation, NVRP has become a model for cooperative planning toward constructive and meaningful RSA service delivery.

Reflecting upon the success of the Navajo Program, one must be reminded that throughout the development of this initiative, the Arizona RSA Program staff was asked to share expertise and technical assistance in

all phases of program development, e.g., training, manual and policy development, facility development, counselor performance measurements, advisory councils, case recording and documentation, as well as fiscal accountability. The staff of NVRP, in return, has made the state agency keenly aware of their diversified population with unique needs in service delivery. The Arizona RSA Administration considers the Navajo Nation VR Program to be an important link in service delivery in Arizona, and Mr. Elmer Guy, Director of NVRP, and his staff are an integral part of the Arizona administrative team.

Arizona RSA has been fortunate to have shared in the development of this unique service delivery system and is committed to assisting other American Indian groups within the State in their desire to access VR services.

Appendix D
Interoffice Memos

INTEROFFICE MEMO

ARIZONA DEPARTMENT OF ECONOMIC SECURITY

TO: Designated Regional/District Participants*

DATE: August 5, 1987

FROM: RSA Regional Manager
Region III

REFERENCE:

SUBJECT: Native American Initiative - Arizona RSA

A planning meeting to formulate ideas for expanding RSA service delivery to Arizona Indians beginning in October of 1987, has been set for Flagstaff on Tuesday, August 25. You have been nominated to attend by your Regional/District Manager and your participation will be greatly appreciated.

The NAU Native American Research and Training Center will host our meeting beginning at 9:00 a.m. in the Walnut Room of the new wing of the University Activity Center. A campus map is enclosed and parking permits will be provided upon arrival at the meeting. Dr. Bill Martin, Research Associate for the R & T Center, will facilitate the discussions in what I anticipate to be a very hard working and productive meeting.

We are looking forward to your active participation and if you have any questions, please call me at 779-4147.

Larry

LPowers:hr

cc
James B. Griffith
Roger Hodges

*Cindy Ross	932D	Information Copies Only To:
Wes Hansen	934D	Dr. Herb Leibowitz
Alan Wittenbraker	631D	Dr. Bill Martin
Bernadine Brown	521D	Ms. Martha Probst
Marian Sparling	310D	Mr. Gerry McCue
Priscilla Lansing	310D	Mr. Charles Van Boskirk
Tim Sanderson	422D	Mr. Bob Stanford
Paula Beeson	422D	Mr. Wendell Akers
Chuck Kermes	343D	Ms. Suzanne de Groot
Jim Stephens	411D	Ms. Jane Potyka

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NTEROFFICE MEMO

ARIZONA DEPARTMENT OF ECONOMIC SECURITY

TO: Designated Participants*

DATE: August 12, 1987

FROM: RSA Regional Manager
Region III

REFERENCE:

SUBJECT: Arizona RSA Initiative to Expand Services to Disabled American Indians

RSA Management identified several initiatives for the next program year that will be discussed at statewide planning meetings to be held during August. You have been selected to participate in a planning meeting for the American Indian initiative that will be held in Flagstaff on August 25, 1987. The expected outcome of this meeting will be an identification of attainable prioritized strategies that can be implemented beginning in October, 1987 in our attempt to improve and expand services to disabled American Indians in Arizona.

To facilitate the planning process, please complete the enclosed survey and return it to me by August 19th! A stamped, self-addressed envelope is attached. The results of this survey will be summarized and will be an important part of our meeting. The first section of this survey asks you to identify what you, in your current position with RSA, consider to be the five most important needs in improving RSA service delivery.

The second section contains strategies that were identified by RSA Central Office and field office staffs at earlier meetings in June and July. These questions only require an agree or disagree scaled response.

Thank you for taking the time to respond to this request and a 100% return rate on these surveys will help us in assuring that our Flagstaff meeting is both productive and enjoyable.

I'm looking forward to seeing you at 9:00 a.m. on August 25th and if you have any questions, please feel free to call me or Marian Sparling at 779-4147.

Larry Powers

Larry Powers:jt

*

Cindy Ross	932D	Ray Baeza	930A
Wes Hansen	934D	Andres Renteria	930A
Alan Wittenbraker	631D	Lenore Drake	930A
Bernadine Brown	521D	Minnie Contreras	930A
✓Marian Sparling	310D	Paul Kaster	930A
Priscilla Lansing	310D	Dr. Herb Leibowitz	
Tim Sanderson	422D	Dr. Bill Martin	
Paula Beeson	422D	Sue Osburn	215D
Chuck Kermes	343D	Larry Powers	300A
Jim Stephens	411D	Jim Griffith	930A
		Roger Hodges	930A